



Essential Functions

Students entering the Denver Health School of Medical Laboratory Science must be able to meet essential functions, as listed/described below, with or without reasonable accommodations. These are non-academic requirements – physical, cognitive and behavioral - that students must meet to be successful in the program and the profession. The student must document that he/she has read the essential functions and understands the requirements by providing a signature on the application to the program.

It is the student's responsibility to request reasonable accommodations in writing to the Program Director prior to the start date. The program may provide reasonable accommodations but is not required to make modifications that alter the structure of the program or provide aids that present an excessive or unreasonable burden. Any inability to meet the essential functions may lead to withdrawal of the acceptance offer or dismissal from the program.

Communication skills

- Normal or aided hearing
- Communicate effectively in written and spoken English (TOEFL minimum required)
- Comprehend written and verbal instructions
- Prepare papers, lab reports, assignments, and oral presentations

Manual dexterity and physical requirements

- Sit, stand and walk for up to 8 hours per day; climb stairs
- Perform repetitive tasks
- Lift and carry objects up to 50 pounds
- Bend, squat, reach forward, reach overhead, lift floor to waist and lift waist to overhead
- Push or pull objects with one or both hands up to 50 pounds
- Grasp objects with one or both hands
- Adequate eye-hand coordination
- Use computer keyboard, touch screen and mouse
- Must not be subject to episodic incapacitation that occurs without warning (fainting, convulsions) because of requirements to handle potentially hazardous substances

Vision

- Observe fine detail and shadings of cells/organisms microscopically and macroscopically
- Differentiate colors microscopically and macroscopically
- Discriminate color, clarity and viscosity of samples
- Read charts, graphs, instrument scales and computer monitors

(over→)

Professional and application skills

- Work independently and with others under normal conditions and while experiencing stress and in a distracting environment
- Ability to multi-task and prioritize requests (time-management)
- Apply knowledge, skills and values to new situations and to make effective decisions
- Maintain alertness and concentration during a normal work period (8 hours)
- Adhere to procedures and policies
- Demonstrate flexibility when needed
- Possess the emotional health and maturity need to effectively deal with others and to utilize appropriate judgment
- Project an image of professionalism in dress, appearance and confidence

Values/ethics

- Treat others with courtesy, empathy and respect
- Adhere to professional ethics and patient confidentiality
- Demonstrate honesty and integrity
- Ability to accept constructive criticism to improve performance